



Shana Meyer
Professional Standards Division
Report for the December 2016 Board of Directors Meeting
November 7, 2016

Requested Action Items

None at this time

Leadership & Member Engagement

The Professional Standards Division meets monthly to discuss regional & liaison activities, advance new initiatives, and discuss ways in which to better engage membership. The Division continues to work on visibility through (a) monthly blog posts, (b) presentations at regional and national conferences, and (c) submission of examples of using the competencies in professional practice for promotion on the Division website.

A new resource for the Professional Competency Areas has been accepted from Fort Hays State University. To increase the number of submissions of best-practice uses of the competencies, we have streamlined the process and submission form. This form, as well as past resources, can be found on the NASPA website at: <https://www.naspa.org/constituent-groups/groups/professional-standards-division/resources>

The Division has recently discussed ways in which the Division can partner with and assist with doctoral students and faculty with research, conducting a phone call with representatives from Clemson University and listening to a presentation from a Clemson doctoral student about her research regarding the Professional Competency Areas. We additionally discussed ways in which the Division may partner in creating a membership cohort for those current students who later may become faculty and / or practitioners so they have a robust knowledge of the Competencies Student Affairs professionals should possess.

Meyer is serving as the conference co-chair for the NASPA Region IV-West and NASPA Region IV-East conference, to be held in Saint Louis, Missouri November 15-17. This unique opportunity has afforded many chances to ensure competencies are included in program selection, program abstracts, conference evaluation, and the case study. The case study will focus on crisis management & student development,

and the professional competency areas for student affairs educators are incorporated into the case study outcomes & evaluation rubric. More specifically, one of the outcomes is “participants will be able to identify the principle concepts and practices related to the Professional Competency Areas for Student Affairs Educators. Additionally, an Evaluation Dimension that will be scored (from the foundational to intermediate to advanced levels rating) is “Identify the principle concepts and practices related to the Professional Competency Areas for Student Affairs Educators.”

ACPA / NASPA Rubric Revision

The ACPA / NASPA Professional Competency Rubric Task Force has completed their work, under the direction of Co-Chairs Ellen Meents-DeCaigny & Jonathan O’Brien. The team, comprised of a total of 8 representatives, (4 from ACPA & 4 from NASPA) worked over a 6-month period, beginning in December of 2015. Since first presenting their progress to the Board in June, the task force worked through the entire document, presenting an initial draft to the membership of both Associations for feedback. The task force was pleased with the overall amount of feedback received, and extended the final date for feedback to allow for additional faculty input. All member feedback was sorted & disseminated to the task force.

In regard to the 10 competency rubrics, Values Philosophy History; Assessment Evaluation Research; Tech; and Social Justice & Inclusion received the most feedback. Most of this feedback were language & competency clarification responses. This information focused more on the competencies than the rubrics, referring to how complex and robust the competencies are. This feedback will be archived for future competency revisions.

Additionally, an addition of limitations was added to the document Introduction. This section reads, “The revised student affairs competency areas (ACPA/NASPA, 2015) were created from the perspective of U.S. colleges and universities. We agree with the recommendation in the 2015 Professional Competency Areas for Student Affairs Educators that, “future reviews and revisions of the competency areas be conducted in a manner that does not norm the work of student affairs in the U.S., but considers student affairs work from an international perspective” (p. 6).”

One other minor change included alphabetizing the competency rubrics. Finally, a thorough discussion addressed the request to make the rubric more accessible by providing links to a “Word” document of the rubrics. As the competencies & rubrics are joint intellectual property, it was determined that we were not comfortable in creating such an open source type document. The compromise is that we will provide links to individual rubrics, as opposed to one full document, in the hopes this will better allow practitioners & faculty members to directly access individual portions of the rubrics instead of the entire document.

The document has been sent to professional editors, and the Chairs of the task force are creating a technical coversheet with an outline of suggestions for the future. An email was sent to both Associations’ members on October 28, 2016, introducing the new Rubrics document, which is located on the NASPA website at:

https://www.naspa.org/images/uploads/main/ACPA_NASPA_Professional_Competency_Rubrics_Full.pdf

Many, many thanks to the rubrics task force, as well as Lisa Landreman, my counterpart with ACPA. The task force members are as follows:

Co-Chairs*:**Ellen Meents-DeCaigny, Ph.D.***

Assistant Vice President for Student Affairs
DePaul University

Jonathan O'Brien, Ed.D.*

Assistant Professor, Educational Leadership
California State University, Long Beach

Martha Glass, Ph.D.

Director of Assessment and Professional
Development
Virginia Tech

Task Force Members:**Coco Du, M.A.**

Director of Residential Life
Macalester College

Hayley Haywood, M.A.

Director, Multicultural and First Generation
Student Support
Clark University

Jerrid Freeman, Ph.D.

Vice President for Student Affairs
Northeastern State University

Dustin Grabsch, M.A.

Program Coordinator for Academic Support
Initiatives & Assessment
Texas A & M University

Jodi Koslow Martin, Ph.D.

Vice President for Student Engagement
North Park University

Jason Pina, Ph.D.

Vice President for Student Affairs
Ohio University

Ken Schneck, Ph.D.

Associate Professor, Leadership in Higher
Education
Baldwin Wallace University

Faculty Rep / Professional Standards Liaison:

Dr. Susan Marine serves as the Faculty Council Representative to the Professional Standards Division. Marine has recently partnered with Dr. Tryan McMickens at Suffolk University to plan and implement the regional conference faculty luncheon and summit. They composed and distributed a brief survey (https://docs.google.com/a/merrimack.edu/forms/d/1d06-X6cIDNjfwuPCN_nyXlcNHhDrJZnJYAosUg7aqTo/edit) to engage members in providing feedback about what they'd like to see for the Faculty Summit. This information was used to create the faculty summit session on 'crafting a satisfying scholarly agenda.'

Professional Competencies Think Tank / KC Liaison to the Professional Standards Division:

Dr. Ellen Meents-DeCaigny & Dustin Grabsch of the Professional Competencies Think Tank presented recommendations and progress to date to the KC Leadership. Progress to date included:

1. 2015 Professional Competency document was more visible on NASPA website
2. An online module regarding Professional Competencies was designed for the KCs
3. One third of the KCs had direct links to the Professional Competencies from their websites
4. Introduced hashtags for Professional Competencies to the KCs to be used in social media (#PEF, #VPH, #AER, #LPG, #OHR, #LEAD, #SJI, #SLD, #TECH, #AS)
5. Re-introduced Professional Competency icons to be used on KC websites and in other KC Publications.

Each KC was asked to identify 2-3 competencies that link to the work of the KC, and within those competencies target specific foundational, intermediate or advanced levels of competency to focus on. KCs were also asked to incorporate the competencies into future strategic plans.

During Fall 2017 it is recommended that the KC Director conduct an audit of how KCs are connecting to the Professional Competencies. Additionally, there will be a new KC session at the annual conference. This one hour session will specifically focus on how KCs can link professional competencies to their work. Each KC is being asked to send at least one representative to the session.

Region I: Rozana Carducci serves as the Region I Professional Standards Division Liaison.

Region II: Kelley R. Kenney served as the Region II Professional Standards Representative until her resignation in November 2016. W. Houston Dougherty has been appointed to the role. The following have been accomplished since the last report:

- Participation in the NASPA Region II monthly board meetings as the Professional Standards Division rep for the Region
- Serve as regional link to NASPA Professional Standards Division specifically related to the promotion and application of the Professional Competencies
- Serve as a resource to the region around the topic of application and utilization of the Professional Competencies
- Work collaboratively with other Region II board around infusing the professional competencies into the strategic plan for the Region
- Keep Region updated on the development of the Professional Competencies Rubrics
- Currently convening a NASPA Region II Professional Standards Task Group of SSAO's, Practitioners, Faculty, New Professionals, and Graduate Students – this Task Group of region-wide representatives would assist with the promotion and dissemination of the Professional Competencies and Rubrics Region-wide, including any related activities

Region III: Dr. Scot Lingrell serves as the Region III representative to the Professional Standards Division. Lingrell gave a report at the NASPA Region III board meeting at SACSA in Jacksonville. He fielded lots of questions about the Rubrics and a few state directors seeking possible presentations at their state meetings. Additionally, Lingrell participated in the Region III State Directors' meeting, offering his services for presentations at their state meetings.

Region IV-E: Lisa Brown Cornelius, serves as the the Region IV-E Professional Standards Division Rep. She will serve as a judge for the case study competition at the NASPA IV-WE Conference, which has both outcomes and evaluation related to the Professional Standards for Student Affairs Professionals.

Region IV-W: Dr. Vincent Loffredo is the Region IV-W Professional Standards Division Director. Since the last report, Loffredo has completed or begun work on the following:

- Presentation of the Professional Standards update with Powerpoint slides provided by National group.

- Monthly conference call with: all members of the Professional Standards workgroup in Region IV-West; Region IV-West cabinet; Professional standards division; and James E Scott Academy Advisory Board
- Monthly contributions to the regional SKIMM
- Progress toward Strategic plan with calls to each division chair
- Shared updates and information on the new professional competencies and usage at various board meetings and phone calls
- Working on creating professional competencies for each position in division

Region V: Amy Bergerson is the Region V Representative to the Division. As the Region V Advisory Board has proceeded through a strategic planning process, Bergerson has taken a lead role in ensuring that the professional competencies are reflected in the Region's goals for the coming years. The Region will continue to develop our plan when we meet at the NASPA Western Regional Conference in November.

Region VI: Dr. John Hoffman serves as the Region VI Representative to the Professional Standards Division and participates in monthly Divisional meetings. Hoffman is the new Director-Elect for the Professional Standards Division.

The ACPA/NASPA Professional Competency Rubrics were published on October 28, 2016. Jonathan O'Brien (Cal State Long Beach) from Region VI served on the committee representing ACPA.

Professional Development & Events

Faculty Rep / Professional Standards Liaison:

NASPA Region 1 Conference Faculty Luncheon and Summit

November 14, 2016 ♦ Burlington Vermont

- Open to all faculty
- Lunch will be an open discussion of concerns and issues for region's faculty
- Faculty summit itself will be a 90 minute session on 'crafting a satisfying scholarly agenda'
- Panelists include: Deborah Hunter (Moderator; Assoc Professor at UVM); Vanessa Johnson (assoc professor and program director, Northeastern University); Ezekiel Kimball (Assistant Professor, UMass Amherst); Steven Oliver (Assistant Professor, Salem State University) and Annemarie Vaccaro (Associate Professor, University of Rhode Island).

Region I:

NASPA Region 1 Conference

November 13-16, 2016 ♦ Burlington, Vermont

North Shore Community College Student Affairs Leadership Team

September 21, 2016 ♦ North Shore Community College

- Carducci facilitated an invited session on the ACPA/NASPA Professional Competency Areas for Student Affairs Educators to the Division of Student Affairs Leadership Team
- As a result of the presentation, the Division now requires staff members to identify relevant professional competencies in all practicum position descriptions.
- In future sessions, include more information on the competency rubrics.

Region II: **2017 Pennsylvania Student Affairs Conference**

May 23-25, 2017 ◊ East Stroudsburg University / East Stroudsburg, PA

- Preparing a conference proposal on the Student Affairs Professional Competency Areas to be submitted to this conference, a collaboration between the PA State System of Higher Education Student Affairs Divisions and the Pennsylvania College Personnel Association.
- Arranging for Region II to be a sponsor of and exhibitor at the conference

Region III: **2016 Southern Association for College Student Affairs (SACSA) Conference with NASPA**

Region III: Making Connections that Foster Student Success

November 5-7, 2016 ◊ Jacksonville, Florida

- Standards, Smandards: Why ACPA / NASPA Professional Competency Areas Should Drive Your Professional Development Efforts
- Presented as a NASPA spotlight by Dr. Scot Lingrell, Vice President for Student Affairs & Enrollment Management, University of West Georgia

Region IV-E: **NASPA IV-WE: In the Heart of it All**

November 15-17, 2016 ◊ St. Louis Union Station / St. Louis, MO

- Professional Competency Areas for Student Affairs Educators, professional standards update.
- Presenting the Professional Standards Division update about the rubrics and sharing with ways they will enhance our work. Introducing the Competency Rubrics and generating excitement around them.
- Lisa Brown Cornelius, Director of Residence Life, John Carroll University

Region IV-W: **Region IV West Summer Board Meeting**

June 2016 ◊ Hilton, St Louis, Mo

- All areas in the professional standards division were represented at the summer board meeting
- Long workgroup meetings on strategic planning and incorporating professional competencies.
- Discussed how each workgroup member would incorporate a professional competency into their reports and presentations at regional fall conference.

NASPA IV-WE: In the Heart of it All

November 15-17, 2016 @ St. Louis Union Station / St. Louis, MO

- “*In The Heart of it all*” the theme of our regional conference.
- Each Session had at least two Professional Competencies listed in the program.
- Professional Standards Division had its own Professional competencies program that was conducted by members of both the East and West Professional Standards Teams.

Region V: NASPA Western Regional Conference

November 9-12, 2016 @ Seattle, Washington

- Bergeson is a member of the planning committee for the NASPA Western Regional Conference. The conference does not have a theme this year; rather the entire conference is focused on the professional competencies, with all presentations relating to one or more of the competencies.

Region VI: NASPA Western Regional Conference

November 9-12, 2016 @ Seattle, Washington

- While past Western Regional Conferences have included conference-specific themes, the 2016 WRC will include a program that embraces the Professional Competency Areas for Student Affairs Practitioners. We have put out the call to our best thinkers, practitioners, and researchers to guide us through educational programs that will renew our tools and inspire us to action.

As the Region VI representative on the Professional Standards Division, John Hoffman provided several professional development presentations addressing the Professional Competencies for Student Affairs Educators to NASPA Hawai'i, which is a part of Region VI. He has also consulted with Amy Bergerson in NASPA Region V regarding the use of the competencies in the NASPA Western Regional Conference in Seattle, and he is working with Dyrell Foster on use of the competencies in Spring 2017 NASPA Community College Institute.

Additionally, Hoffman wrote a blog entitled “Putting the Competencies to Practice: Keeping it Simple...Smarty” that will be featured on the Professional Standards Division website.

Optional Other Reports - Advocacy & Scholarship (not required)

Faculty Rep / Professional Standards Liaison: Marine represents the faculty council as the liaison to the Professional Standards Committee and has helped to promote the awareness of the new Professional Competencies rubric documents coming out from this committee in November. The members of the Faculty Council requested an extension of time to review the new rubric beyond the August 30th date; Marine facilitated this request, which was granted by the Rubrics Committee. The Rubrics will be distributed widely to the membership (including faculty) and will be voted on in advance of the 2017 National Conference.

Marine is also working with Rozana Carducci, Patricia Rissmyer, and Brian Nangle to advance the development of their region's strategic goals related to scholarship and research. Specifically, we are working on developing a plan to accomplish Goal 2, action items 5 and 6 in the coming year by creating web-based resources on the competencies, and a database for those in the region interested in advancing scholarly research to share knowledge and collaborate on projects. Together with Carducci and Gavin Henning, Marine is planning a gathering/ session at the 2017 national conference for higher education program coordinators/directors. A request has been submitted to the NASPA office for a space for this meeting.

Region IV-W: Loffredo guides his Professional Standards regional team in the development of strategic plan initiatives, as part of the overall Region IV-W's strategic plan initiative. Current initiatives are:

- Develop an information plan that will be ongoing and support each area's knowledge base to share with region
- Develop matrix on advocacy for current challenges in Higher Ed Student Affairs
- Develop plan to coordinate with other regional directors in each of the PS workgroup
- Alignment of National association goals, national board goals and regional board goals